

The Learning History

A Timeline With an Analysis Added

A Learning History makes sense of the story told by those involved. This leads to lessons learnt, plans of action, and a short attractive report for managers.

The Learning History separates the narrative story and the analysis. Formatted in the manner described by its developers, Kleiner and Roth, the story should be told on the pages on the left, with the analysis on the opposite pages. Analyses can also be put into text boxes.

It is easy to agree on what appears on the Timeline. Different perceptions of the same event can appear in the story. Agreement on the analysis is much more difficult, especially when things are not running smoothly in the network.

A good analysis leads to consequent action. Sometimes, consensus cannot be reached on necessary intervention; network partners do not agree on the analysis behind it. For this reason, it can be more beneficial if someone from outside the network conducts the analysis (such as an analyst or active networker). Assistance from peers or a coach can also help.



- The Timeline is first converted into a brief narrative story.
- The story is divided into 4 - 6 scenes, like a play, and each scene is given a title.
- Each scene is analysed:
What changes can be observed? What caused them? Which external factors were important? And what did people in the network do to make it happen?

The FAN models can provide words to articulate patterns and stages, and to reflect on interventions that may influence subsequent interactions.